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Minutes, College of Arts & Sciences Faculty Meeting, January 21, 1980

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TO: DANIEL R DENICCLA
BOX 2601

From: John S. Ross
Secretary of the Faculty

10 January 1980

To: All Faculty Members

Subject: January Faculty Meeting

The fifth faculty meeting of the 1979-80 academic year will be held Monday, January 21, 1980 at 3:00 PM in the Rogers Room of Keene Hall.

AGENDA

I. Approval of Minutes

II. Announcements and Reports

- A. Dr. Cohen
- B. President Seymour
- C. Dr. Griffin
- D. Dr. Edge

III. Business

- A. Endorsement of Organizational Structure from the Planning Committee - Dr. DeNicola.

Continued from the December faculty meeting.

The resolutions before the faculty are contained in the Agenda and in the Minutes for the December 10th Faculty Meeting.

IV. Other Business

V. Adjournment

* * * * *

PLEASE NOTE DATE AND TIME OF THIS MEETING.

* * * * *

It is the expectation of the Council that everyone will attend so that full faculty representation can be involved in the discussions and decisions.

This meeting will last no longer than 5 PM.

TO: DONALD C GRIFFIN 262640313
BOX 2712

From: John S. Ross
Secretary of the Faculty

24 January 1980

To: All Faculty Members

Subject: Faculty Meeting Minutes, 21 January 1980

The fifth meeting of the faculty was held on 21 January 1980 at 3:10 PM in the Rogers Room of Keene Hall with Dr. Cohen presiding. There were a total of 62 out of a total of 111 faculty present. The following signed the attendance register:

Amlund	Edge	Levis	Russell
Anderson	Gallo	McCall	Schafe
Beer	Gilbert	McFarland	Schatz
Bloodworth	Giles	Miller	Seymour
Borsoi	Gregory	Morgan	Stadt
Bowers	Hales	Naleway	Taylor
Boyd	Harblin	Neilson	Valdes
Brockman	Harris	Pastore	Vincze
Carson	Hill	Pease	Wavell
Cohen	Howell	Peters	Weiss
Curb	Kahn	Phillips	West
Currie	Kenison	Planck	Wettstein
Dasse	Lairson	Reich	Woodbury
Delks	Lancaster	Riva	
DeNicola	Lane	Rosazza	
Dickson	Lemon	Ross	

I. MINUTES: Approval of the minutes of the meeting of December 10th was postponed until the business initiated at that meeting had been completed.

II. REPORTS AND ANNOUNCEMENTS:

Dr. Cohen presented a preview of some of the plans for Parents Weekend.

Dr. Seymour commented upon Parents Weekend and on progress in the fund raising area. He reported that we have received \$543,000 toward our goal of \$750,000 for this year so that we are about on schedule. He was optimistic about the remainder being in sight.

Dr. Griffin provided information about dismissals and attrition. He requested that the faculty especially help their advisees who are on probation. He encouraged departmental discussions of the proposed new registration procedures.

Dr. Edge indicated that the Search Committee for an Academic Vice-President and Provost has selected some 35 candidates out of approximately 200 applications. It is possible that visits by candidates may start around the middle of February.

III. BUSINESS:

- A. Endorsement of Organizational Structure from the Planning Committee.

Continued from the December faculty meeting:

3. Dr. Gallo withdrew the substitute motion and indicated that Dr. Cotanche who seconded the motion, but is now out of the country, was in agreement.
4. After the Chair decided that a straw vote was inappropriate, Dr. Harblin moved and Dr. Bowers seconded the following amendment to the main motion:

Strike existing paragraph (d) and substitute the following:

- (d) establishes the Dean of the College of Arts and Sciences as a full-time administrator to be chosen at the appropriate time through normal search procedures and with the advice and consent of the Faculty of Arts and Sciences;
- (e) establishes the Dean of the Faculty of Arts and Sciences as a full-time administrator to be elected at the appropriate time from among the Faculty of Arts and Sciences by that Faculty for a specified term of office.

Dr. DeNicola outlined several different disadvantages that might arise from a Dean of the Faculty who is elected from the faculty.

Dr. Edmondson discussed some of the advantages of a faculty member in the position of the Dean of the Faculty. Dr. O'Sullivan emphasized other issues in favor of the amendment.

In the discussion which followed, faculty members Peters, Delks, Levis, Lane, Cohen, Kahn, Gallo, Hales, Edge, Harblin, Gilbert, Valdes, DeNicola, O'Sullivan, and Seymour presented various views and comments on the question of administrative appointment versus election from the faculty.

Dr. Kenison called the question and this passed unanimously. The amendment was then defeated with a hand vote of 17 for and 36 against.

President Seymour indicated that the search for the position will not start until after we have selected the Academic Vice-President and Provost.

5. The main motion was then passed by a voice vote. This motion reads:

BE IT RESOLVED:

THAT the faculty endorse the development of an academic administrative structure for the liberal arts College (indicated now by the phrase "arts and sciences") which:

- (a) recognizes two spheres of administrative responsibility, each headed by a Dean who reports to the Vice President for Academic Affairs, as described herein;
- (b) designates a Dean of the College of Arts and Sciences as the academic administrator responsible for such (arts and sciences) student-related functions as academic advising, probation and dismissal, admissions, financial aid, housing programs, health services, all forms of student counseling, placement, student government, athletics and recreation, freshman orientation, and related activities;
- (c) designates a Dean of the Faculty of Arts and Sciences as the academic administrator responsible for such faculty-related functions as supervising department heads, instructional budgeting, curriculum, faculty recruitment, faculty professional development, faculty evaluation (for reappointment, tenure, and promotion), faculty compensation, and related functions;
- (d) establishes these two deanships as full-time, administrative appointments to be filled at the appropriate times through normal candidate search procedures and with the advice and consent of the Faculty of Arts and Sciences.

THAT the Faculty request the Council of the Senate to prepare revisions of the Bylaws reflecting these changes for Faculty approval.

THAT this structure be reviewed at the Centennial through appropriate faculty governance channels.

IV. OTHER BUSINESS:

Dr. O'Sullivan raised a question about faculty compensation for next year.

Dr. Cohen reported that the Council had accepted the following resolution dated 11 December 1979 from the Professional Development Committee:

BE IT RESOLVED THAT:

Salaries for 1980/81 be based on the following criteria: years in teaching at a senior institution, rank, and highest degree attained.

$$\text{Salary} = (\text{annual increment})(\text{years teaching}) + (\text{rank})(\text{rank increment}) + (\text{degree})(\text{degree increment}) + \text{base salary}.$$

Those persons who are below what their salaries should be according to the formula will receive an "adjustment" to move them up to where they should be according to the formula.

After that adjustment is made, everyone will receive a flat percentage increase.

(See the attached page which illustrates how you can calculate your formula salary.)

Dr. Cohen indicated that the Council forwarded this plan to the Budget Review Committee, with the recommendation that the percentage increases be at least 13%, in order to keep up with the cost of living. The Council is now awaiting the report from the Budget Review Committee. The Council will discuss, in the near future, a second proposal from the Professional Development Committee on a salary scale proposal effective in 1981/82.

V. ADJOURNMENT: At 4:35 a motion was made and passed to adjourn. A taped record of the proceedings is available in the College Archives.

Ross

Subject: Calculation of Formula Salary

$$\text{Formula Salary} = \text{Base Salary} + (\text{years teaching})(\text{annual \$ increment}) \\ + (\text{rank})(\text{rank \$ increment}) + (\text{degree})(\text{degree \$ increment}).$$

$$S = B + Y \times (\$350) + R \times (\$970) + D \times (\$2220)$$

where S = Formula Salary

B = Base Salary = \$9,840

Y = Total years teaching at a senior institution (include this year)

R = Rank

R = 0 for Instructor

R = 1 for Assistant Professor

R = 2 for Associate Professor

R = 3 for Professor

D = Degree

D = 0 for Bachelor degree

D = 1 for Master degree

D = 2 for Doctor degree

If any individual has a question about Y, the number of years teaching, check with the Academic Office for their recorded value.

Sample Calculation:

A full professor with a Ph.D who has been teaching for 12 years

Base = \$ 9,840

12 x \$ 350 = \$ 4,200

3 x \$ 970 = \$ 2,910

2 x \$2220 = \$ 4,440

Formula _____
Salary = \$21,390

Handwritten calculation:
350
24
1450
300
8400
24640

CALCULATION FOR YOUR FORMULA SALARY

Base = \$ 9,840

_____ x \$ 350 = _____
(Y)

_____ x \$ 970 = _____
(R)

_____ x \$2220 = _____
(D)

Formula Total = \$ _____

SOURCE: Professional Development Subcommittee on Salaries (Joe Mulson & Don Griffin).

TO: Student Association
Box 2746

February
1980?

From: John S. Ross
Secretary of the Faculty

To: All Faculty

In order to more fully involve the faculty in the preparation of the budget, the Council has scheduled the following informal faculty meetings:

1. Wednesday February 6th at 3 PM in Bush 108

General Discussion of the College Budget Process -
Presentation by Jesse Morgan

2. Monday February 18th at 4 PM in Bush 108

Status of the 1980/81 Budget -
Presentation by the Budget Review Committee

All faculty are encouraged to attend and participate at both meetings.

Jos

JR
MB